

STELLA-JONES INC.

HUMAN RIGHTS POLICY

As a respected and trusted company and in alignment with its values, Stella-Jones (“the Company”) will not compromise on human rights to achieve its business objectives.

1. RESPECTING HUMAN RIGHTS

Stella-Jones is committed to upholding the principles enshrined in internationally recognized human rights laws. This includes the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.

Respecting human rights at Stella-Jones includes the Company’s commitment to conducting business in an ethical and responsible manner as outlined in its Code of Business Conduct and Ethics.

Stella-Jones recognizes lawful employee rights of free association and collective bargaining and is committed to ensuring non-discriminatory workplaces with fair working hours, conditions, and compensation.

The Company prohibits the employment of individuals in violation of applicable local minimum age laws as well as the use of forced labour, slave labour, or labour resulting from human trafficking in its operations and in its supply chain.

2. REPORTING CONCERNS

The Company encourages its employees, contractors, business partners, and community members to bring human rights concerns to its attention and is committed to taking appropriate action to address any known adverse impacts. Concerns about violations of this Policy or any other related matter may be reported anonymously and confidentially through a third-party reporting system:

- Online through a secure website at <http://www.clearviewconnects.com>.
- Over the phone through Stella-Jones’ dedicated toll-free number 1-844-851-6848
- By mail through the confidential post office box at:

P.O. Box 11017
Toronto, Ontario
M1E 1N0

Reviewed and approved by the Board of Directors on November 06, 2023.